HR Performance Appraisal Systems Recap
12/30/05

Sunguard-SCT:
- o Sunguard –SCT is our current HR/Payroll System vendor. They were contacted and they do not have a Performance Appraisal module for their system.

Perfectsoftware:
- o Perfectsoftware did not meet the requirements identified in the "Functional & Work Flow" requirements documentation. Their performance planning and appraisals did not meet BCC documented requirements.

People-Trak:
- o People-Trak did not meet the requirements identified in the "Functional & Work Flow" requirements documentation. Their performance review module was primarily scheduling only.

Knowledgepoint:
- o Knowledgepoint passed the documentation review and was selected for a demo. The demo demonstrated that they did not meet the requirements identified in the "Functional & Work Flow" requirements documentation.

Halogen Software:
- o Halogen Software passed the documentation review and was selected for a demo. The demo demonstrated that they did meet the requirements identified in the "Functional & Work Flow" requirements documentation.
- o Additional demonstrations by Halogen took place using BCC sample performance appraisals and Halogen Software passed each review and was selected.

HR Information Systems/Performance Management

KnowledgePoint www.knowledgepoint.com 800-727-1133

Contact:	Laurie
Notes:	Possible data links to Banner thru SQL or ASCII.
	Environment is technically feasible (SQL server only.)
	Workplace product is LAN-enabled, Enterprise edition is web-enabled.
Product:	Performance Impact Workplace or Performance Impact Enterprise.
Synopsis:	Designed specifically for performance planning and appraisal.
	Routing for review not available for Workplace.
	Additional government-related competency module available.
Cost:	Workplace Site License for 800 employees is $21,000 one-time fee.
	Enterprise fee is
Demo:	On-line demo for both Workplace and Enterprise is available. Free demo CD also available.

Halogen Software www.halogensoftware.com 866-566-7778

Contact:	Karen Knox
Notes:	Possible data links to Banner thru SQL or ASCII.
	Environment is technically feasible (Oracle or SQL server).
	Product is web-enabled.
Product:	Halogen eAppraisal
Synopsis:	Designed specifically for performance planning and appraisal.
	Appears the most comprehensive.
Cost:	Estimated $20,000 per year for 1000 employees (based on on-line pricing, not confirmed .
	with contact).
Demo:	On-line demo available. Free demo CD also available.

Sungard SCT Banner www.sungardsct.com 800-223-7036

Contact:	
Notes:	Does not appear to have any performance management solutions.
Product:	None
Synopsis:	
Cost:	
Demo:	

Perfect Software   www.perfectsoftware.com   800-809-5731

Contact: Leslie Shoor, 860-269-8131
Notes: Possible data links to Banner thru SQL or ASCII.
            Environment is technically feasible.
Product: PerfectHR
Synopsis: HR IS/web-enabled. Many pre-configured reports. Employee self-service.
            Position control refers to job opening/filling.
            Appears weak on Performance Planning and Appraisal.
Cost: Depends on modules and number of employees. Sample quote approximately $40,000 per year.
Demo: Must call to schedule interactive demo, requires about 1.5 hours.

People-Trak   www.people-trak.com   800-273-3760

Contact: Angelique
Notes: Possible data links to Banner thru SQL or ASCII.
            Environment is technically feasible (SQL or Oracle)
            One-third of their clients are government.
            Version 8 (out in October 2005) will include modules for performance, compensation, benefits,
            skills and training.
Product: People-Trak
Synopsis: HR IS/ web-enabled. Pre-configured report. Employee self-service.
            Position control refers to job opening/filling.
            Appears weak on Performance Planning and Appraisal.
            Performance Review module is primarily scheduling only.
Cost: Depends on modules and number of employees. Quote approximately $60/employee, or
            $48,000 per year.
Demo: Must call to schedule interactive demo, requires about 1.5 hours.